

exeQserve

Building and Sustaining Winning Teams

Online Workshop



DATE & TIME

July 08, 2026 | 8:00 AM - 5:00 PM

PLATFORM

via Zoom

Table of Contents

3	Workshop Overview	10	Facilitator's Profile
4	What Participants Will Learn	11	Learning Investment
5	Expected Participants Outputs	12	About ExeQserve
6	Workshop Outline		



Workshop Overview

Strong teams do not happen by accident. They are built through trust, clear expectations, open communication, healthy conflict, shared commitment, mutual accountability, and focus on results.

Many teams struggle not because people lack talent, but because the team lacks the right habits and agreements. People work hard, but not always together. They communicate, but not always clearly. They attend meetings, but do not always commit. They avoid conflict, tolerate poor follow-through, and lose sight of team goals.

This one-day live online workshop is designed to help leaders and team members understand what it takes to build and sustain a winning team. It provides practical tools for strengthening trust, improving collaboration, clarifying expectations, handling conflict, building commitment, reinforcing accountability, and keeping the team focused on shared results.

This is not a motivational team-building session filled with games that do not connect to work. It is a practical team development workshop for leaders and teams who want stronger teamwork, better execution, and clearer shared ownership.



What Participants Will Learn

By the end of the workshop, participants will be able to:

- 1.Explain what makes a team different from a group of individuals working under the same department.
- 2.Identify the stages of team development and the leadership support needed at each stage.
- 3.Recognize common team dysfunctions that weaken trust, collaboration, commitment, accountability, and results.
- 4.Apply practical trust-building actions that improve team relationships and psychological safety.
- 5.Establish working norms for communication, collaboration, and conflict management.
- 6.Strengthen team commitment by clarifying goals, roles, priorities, and shared strategies.
- 7.Promote mutual accountability without creating blame or unnecessary tension.
- 8.Use simple team scoreboards and action plans to keep the team focused on results.
- 9.Create a team development action plan for workplace application.

Who Should Attend

This workshop is ideal for:

- Supervisors and Managers
- Team and Emerging Leaders
- Department Heads
- Project and Operation Leads
- HR and L&D Practitioners
- Intact teams that need stronger collaboration and accountability

Why Attend

A winning team is not simply a group of good performers. It is a group of people who know how to trust each other, communicate clearly, handle conflict, commit to shared goals, hold each other accountable, and stay focused on results.

When teams do not have these habits, leaders spend too much time fixing misunderstandings, chasing follow-through, mediating avoidable conflict, and reminding people of commitments that should have been clear from the start.

This workshop helps leaders and teams build the practical habits that make teamwork easier, clearer, and more productive. Participants will leave with tools they can use immediately to strengthen trust, improve communication, clarify commitments, and sustain team performance.

Expected Participant Outputs

By the end of the workshop, participants will produce:

- Team readiness reflection
- Team stage diagnosis
- Team trust-building commitments
- Draft communication and conflict norms
- Team commitment statement
- Accountability conversation guide
- Draft team scoreboard
- Team development action plan

Workshop Outline

Time	Module	Key Topics/Activities	Output
08:00 am to 08:30 am	Opening, Session Overview, and Team Readiness Reflection	<ul style="list-style-type: none"> • Workshop overview • Online participation norms • Reflection: What kind of team are we becoming? • Quick team effectiveness self-check 	<ul style="list-style-type: none"> • Initial team readiness reflection
08:30 am to 09:45 am	<p>Module 1: What Makes a Team Win?</p> <p>Learning Activity: Team Reality Check Participants identify the strongest and weakest areas of their current team practice.</p>	<ul style="list-style-type: none"> • Group versus team • Why team culture affects performance • The leader's role in team development • Common signs of weak teamwork • The five fundamentals of winning teams: trust, open communication, commitment, accountability, and results focus 	<ul style="list-style-type: none"> • Team strengths and improvement areas
09:45 am to 10:30 am	<p>Module 2: The Stages of Team Development</p> <p>Learning Activity: What Stage Is This Team In? Participants analyze short workplace scenarios and identify the likely team development stage.</p>	<ul style="list-style-type: none"> • Forming, Storming, Norming, and Performing • Leadership actions needed in each stage • Common team issues at each stage • How leaders help teams move toward higher performance • Why teams can move backward when conditions change 	<ul style="list-style-type: none"> • Team stage diagnosis and leadership response notes
10:30 am to 10:45 am	Morning Break		

Workshop Outline

Time	Module	Key Topics/Activities	Output
10:45 am to 12:00 nn	<p>Module 3: Building Trust and Psychological Safety</p> <p>Learning Activity: Trust Builders and Trust Breakers Participants identify actual behaviors that strengthen or weaken trust in a team.</p>	<ul style="list-style-type: none"> • Why trust matters in team performance • Trust as a workplace behavior, not just a feeling • Building familiarity without forcing personal disclosure • Clarifying expectations to reduce misunderstanding • Psychological safety and responsible speaking up • Leader behaviors that build or break trust 	<ul style="list-style-type: none"> • Team trust-building commitments
12:00 nn to 01:00 pm	Lunch Break		
01:00 pm to 02:00 pm	<p>Module 4: Improving Communication and Handling Conflict</p> <p>Learning Activity: Rewrite the Team Conversation Participants improve poor team communication statements and turn them into clearer, more constructive workplace messages.</p>	<ul style="list-style-type: none"> • Open communication as a team discipline • Communication gaps that weaken teamwork • Healthy versus unhealthy conflict • Rules of engagement for collaboration • Handling disagreement without damaging relationships • Escalating issues properly when needed 	<ul style="list-style-type: none"> • Draft team communication and conflict norms
02:00 pm to 03:00 pm	<p>Module 5: Building Commitment and Shared Ownership</p> <p>Learning Activity: From Discussion to Commitment Participants practice converting a team issue into a shared goal, role clarity, and agreed next steps.</p>	<ul style="list-style-type: none"> • Why teams fail to commit • Clarity and buy-in • Aligning around goals and strategies • Clarifying roles and interdependencies • Creating team agreements that people can actually follow • Turning discussion into commitment 	<ul style="list-style-type: none"> • Team commitment statement and action points

Workshop Outline

Time	Module	Key Topics/Activities	Output
03:00 pm to 03:15 pm	Afternoon Break		
03:15 pm to 04:00 pm	<p>Module 6: Strengthening Accountability Without Blame</p> <p>Learning Activity: Accountability Conversation Practice Participants practice a short conversation for addressing missed commitments without attacking the person.</p>	<ul style="list-style-type: none"> • Accountability versus blame • Why teams avoid holding each other accountable • Making commitments visible • Following through on agreements • Addressing missed commitments respectfully • Leader practices that reinforce accountability 	<ul style="list-style-type: none"> • Accountability conversation guide
04:00 pm to 04:40 pm	<p>Module 7: Focusing on Results and Sustaining Team Performance</p> <p>Learning Activity: Build a Simple Team Scoreboard Participants draft a simple team scoreboard using goals, measures, owners, and follow-through actions.</p>	<ul style="list-style-type: none"> • Why results focus matters • Team scoreboards and visible progress • Choosing the right team measures • Keeping meetings connected to results • Team routines that sustain performance • Reviewing progress and adjusting actions 	<ul style="list-style-type: none"> • Draft team scoreboard

Workshop Outline

Time	Module	Key Topics/Activities	Output
04:40 pm to 05:00 pm	Learning Action Planning and Workshop Close	<ul style="list-style-type: none"> • Start-Stop-Continue reflection • Team development action planning • Personal commitment • Workshop synthesis 	<ul style="list-style-type: none"> • Team development action plan

Workshop Methodology

The workshop will use practical and interactive online learning methods, including:

- Short concept discussions
- Guided reflection
- Team diagnostic exercises
- Scenario analysis
- Breakout discussions
- Conversation practice
- Team norm-setting activities
- Action planning

Facilitator's Profile



Edwin C. Ebreo

CEO & Founder of
ExeQserve Corporation

Why is Ed Ebreo your best choice for conducting this training?

Ed is recognized by the Philippine Society for Talent Development as a Certified Professional Training Designer (CPTD), and Certified Professional Training Facilitator (CPTF). He contributed significantly in the design and delivery of related certification courses to numerous practitioners.

Edwin is a seasoned expert in Organization Development and Talent Management with three decades of diverse experience spanning retail, financial, BPO, and HR consulting sectors. As President of the Philippine Society for Talent Development and host of "Usapang Training Atbp.", he plays a vital role in advancing the talent management practice in the country. Renowned for his proficiency in facilitating strategy formulations, policy development, and change management initiatives, Ed has led numerous projects aimed at enhancing organizational effectiveness and talent development. Widely recognized for his prowess in designing and implementing learning activities tailored to meet clients' unique needs across various industries, his commitment to empowering HR practitioners and individuals underscores his passion for nurturing talent and driving organizational success.

Learning Investment

Details	Duration	Early Bird Rate	Date
Building and Sustaining Winning Teams	8 hours	Php 1,680.00 (VAT inclusive)	July 08, 2026

Payment and Registration

Register through our online registration form (<https://forms.gle/4dnwTdgpczjnyG4K6>)
And follow the instructions to settle your payment.

You may also opt to register through our Account Managers:

Step 1 - Send us a list of participants you want to register. Kindly include their full names, designations, and email addresses.

Step 2 - For the invoice, also provide the following:

- BIR 2303
- Key contact person (Full Name/Designation/Contact Number) for billing purposes.
- Billing Delivery Address

Step 3 - Settle your payments through bank transfer or bank deposit, and send us a copy of the proof of payment.

Bank Details

Account Name: EXEQSERVE CORPORATION

Account No. : 000-0005962-081

Bank: Security Bank (Dela Rosa Branch)

About ExeQserve

EXEQSERVE CORPORATION is an HR and Organization Development solutions provider that has been operating since 2007. As a strategic partner, we have helped our clients build high-performing teams by offering training, public workshops, and other HROD interventions.

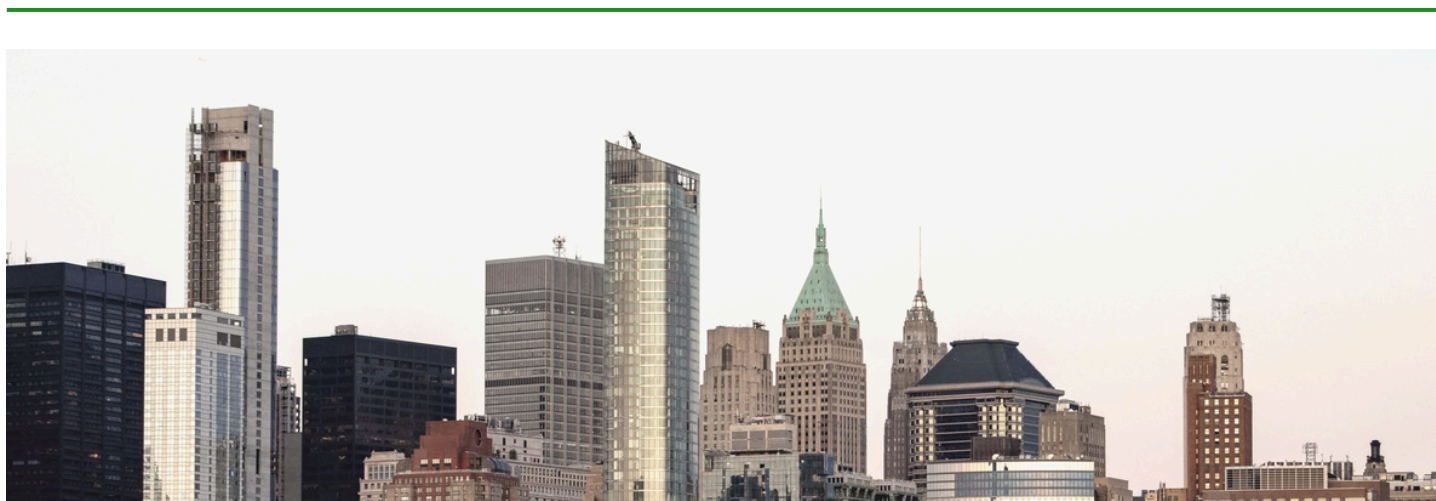
Training

ExeQserve Training will work closely with you to identify your training needs. We tailor-fit our programs to ensure that your employees get exactly what they need. With our passion for fun, balanced with our practical and skills-focused approach, we deliver training that is right for you.

At ExeQserve, we believe that the best way to develop employees' capacity to perform is through a strategic talent development approach.

Consulting

ExeQserve HROD Consulting does its best to understand your organization, its goals, and aspirations, and its current situation and identify the best solution to help enable and empower your employees to contribute to goal achievement. We design employment policies, incentive programs, performance management systems, and other interventions to help you achieve organizational alignment.



Mission and Vision



Our Vision

Powered by a successful team of professionals, ExeQserve shall be a sought-after partner of local and international organizations for our innovative and high quality talent and organization development solutions.



Our Mission

We are committed to providing outstanding services to help companies build teams of high performing individuals



Our Values

Our people are committed to giving value-adding services through:

Pursuit of Excellence

Creativity & Resourcefulness

Customer Intimacy

Flexibility

Teamwork

Fun